LEGISLATIVE LIBRARY
WITHDRAWN

Alberta

AN INTERIM REPORT

ON THE STATUS OF WOMEN IN ALBERTA

MADE IN 1972 BY THE CITIZENS' ADVISORY BOARD

TO THE HONOURABLE MISS W. HELEN HUNLEY.

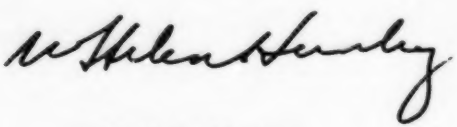
101-07468/

PREFACE

"Status" is not what actually exists but a reflection of our general attitudes. In this particular instance, the status of women in Alberta which this Report discusses in some detail is related to many laws, both federal and provincial, but in the final analysis is decided by the personal attitude of each and every one of us, men and women alike. Although a change of attitude cannot be legislated, this is an opportune time to examine our attitudes, reviewing them in relation to the new Alberta Bill of Rights and the Individual Rights Protection Act.

As a woman and a minister in the present provincial government, I take pleasure in presenting this Report from the Citizens' Advisory Board and the detailed position of Alberta in relation to those recommendations of the Royal Commission on the Status of Women which pertain more directly to matters of provincial concern. At the same time I must apply the caveat that while we are appreciative of the issues raised, this document is not necessarily government policy. As you read it you will see that we have come a long way but there is still a long way to go. Many of these desired objectives can be reached if we work together in a spirit of co-operation and goodwill. Others can only be implemented in terms of our financial priorities. Perhaps others of them should never be implemented.

I wish to acknowledge with thanks the enthusiastic participation of the Citizens' Advisory Board in reviewing the status of women in Alberta.



W. Helen Hunley,
Minister without Portfolio.

There have been dozens of meetings . . . hundreds of recommendations . . . and thousands of words . . . on the status of women in Alberta . . . in Canada . . . in North America and in the world. This Report is an attempt to set out the present position of women in Alberta. It gives the Advisory Board's overview of the problem, as studied during the past year . . . and also tells where Alberta stands in relation to the Report of the Royal Commission on the Status of Women, tabled September, 1970 in the House of Commons.

With the updated facts at their fingertips, government, groups and individuals can take a long look at status as it relates to women and ascertain the main problem areas needing either further research or immediate action.

The Citizens' Advisory Board is to be congratulated on its careful consideration of the problem of the status of women and its relation to matters of provincial jurisdiction.

Thanks is also due those Alberta citizens and groups who highlighted their specific concerns in letters and briefs.

Irene MacGregor
Co-ordinator.

TABLE OF CONTENTS

Page No.

Preface by the Honourable Helen Hunley iii

Introduction vi

Advisory Board Interim Recommendations:

1. Equal partition of property 2
2. Laws to simplify court procedure permitting partition of property to be incorporated and heard as part of the divorce action 2
3. Setting up of division dealing specifically with the protection of women's rights within the Human Rights Commission 2
4. Change of Name Act revisions 2
5. Alberta Health Care Insurance revision 3
6. Recommendations to government concerning the draft Bill of Rights 3

Royal Commission Recommendations and provincial footnotes 7

Cross index of letters and briefs received by the Board 3

INTRODUCTION

The Citizens' Advisory Board was formed May 18, 1971 by an Order-in-Council of the Alberta Government. Alberta was the first province in Canada to appoint such a provincial Board to study the Report of the Royal Commission on the Status of Women in Canada, and to report to the provincial government on matters pertaining to it.

Members of the Board were:

Mrs. Adlynn Miskew Hewitt, Q.C., Chairman
Dr. Ruth Gorman
Rev. Raymond L. Schultz
Mr. Peter Hanak
Miss Marguerite Flood
Mrs. Martha Bielish
Mrs. Dorothy Moore
Mrs. Irene MacGregor, Co-ordinator

On June 21, 1971, the then Honourable Mrs. Ethel S. Wilson met with the Board to discuss future direction. Following the provincial election, newly elected Premier Peter Lougheed met with the Board advising it to report to the Executive Council through their Co-ordinator and the Honourable Miss W. Helen Hunley.

The Advisory Board authorized a series of radio and newspaper advertisements in Alberta media asking for letters or briefs from interested persons. A total of 38 were received. (Cross Index). Additionally, the Board reviewed the Royal Commission Report, the B.N.A. Act and provincial Acts, then studied recommendations stemming from the total of 167 in the Commission Report which were wholly or partially within provincial jurisdiction.

Alberta

STATUS OF WOMEN

IN ALBERTA

1972

RECOMMENDATIONS

After careful study of the letters and briefs received, the Citizens' Advisory Board submitted the following recommendations to the Executive Council:

THE BOARD RECOMMENDS:

1.....THAT there be equal partition of property accumulated by both parties during the marriage on its dissolution by annulment, judicial separation or divorce.

This means that the Board endorses the Royal Commission on the Status of Women in Canada recommendation that "provinces amend their laws in order to recognize the concept of equal partnership in marriage . . . and that, upon the dissolution of the marriage, each has a right to an equal share in the assets accumulated during marriage otherwise than by gift or inheritance received by either spouse from outside sources."

This matter was referred by the Legislature to the Alberta Institute of Law Research and Reform in 1972, and reforms are needed NOW.

2.....THAT to simplify procedures and reduce costs, the Legislature of the Province of Alberta enact laws to simplify court procedure permitting partition of property to be incorporated and heard as part of the divorce action.

3.....THAT if and when the Alberta Bill of Rights and the Individual Rights Protection Acts are passed, the Human Rights Commission set up by these Acts includes within its organization, for at least a period of three years, a division dealing specifically with the protection of women's rights, and that its tenure be reviewed annually thereafter.

4.....THAT under the Change of Name Act:

(1) Either spouse, with the consent of the other, should be able to change the surname of the family unit, including that of children under twelve years. Consent would be required from children over twelve.

(2) Neither the male nor the female need be the 'head' of the household or sole initiator of name changes.

(3) In case of marriage breakdown (including separation for a period of at least three years) persons should be able to change their surnames without consent of the other spouse. In these cases the Board feels that advertising in the Gazette and newspapers should apply.

(4) Further the Board suggests possible retention of maiden name and other name usages receive more publicity, as it is obvious from letters received that the general public is not aware of the possibilities open to them.

5.....THAT under the Alberta Health Care Insurance either spouse in a family should be able to opt out of the Health Care Plan without causing the other spouse and dependent children to be refused coverage for themselves.

6.....At the request of the Honourable the Premier, the Board made a recommendation to the government concerning the draft Bill of Rights, which suggestions were incorporated.

During the past year, specific problem areas have been highlighted by letters and studies. The Board has had neither the time nor research facilities to deal with them fully. The Board recommends that further studies be implemented in the following fields:

DAY CARE

The Board recommends that immediate research and action be taken on the problem of day care, primarily in enacting legislation spelling out control for existing day care facilities. Further the Board recognizes several alternative methods must be made available to the public.

Day Care is many things to many people. Some of the letters received on this subject highlighted the urgency of this problem. Many demanded day care immediately; some said their particular area did not want day care . . . and did not wish to pay the bill for something they did not want or need. Therefore, the question is how much day care is actually necessary to meet the needs of the province.

There are existing facilities already in use, for example:

(1) Centres – Community and privately operated.

(2) Day care homes for infants in approved private homes.

(3) Family Aides . . . (A training program similar to the Nursing Aides initiated by the province in Edmonton)

The province is to be commended on this program.

We recommend that a central registry of Family Aide graduates be kept and made available to the public, and that the program be extended to the rest of Alberta.

A study should be made of the Australian concept of "Granny Homes", whereby home improvement loans enable creation of a self contained addition to house an elderly person or couple willing to share in child care.

FAMILY PLANNING AND ABORTION

The Board recommends that family planning facilities be enlarged and the information available through them increased, as this is the economical and acceptable solution to a problem that requires more attention.

Since it is the Criminal Code of Canada which provides for the appointment of "Therapeutic Abortion Committees" in accredited or approved hospitals in the province, the legal approach to the question of abortion is out of the hands of the province in that area. However, provision of FACILITIES for abortions in line with this Canadian law is another matter, and the one to which the Board generally addressed itself.

Research is strongly recommended into the abortion facilities in the province. The practical and economic advantages of special clinics should be studied as opposed to only hospital treatment.

STATUS

The changing status of women in the province is largely an educational problem. There are specific areas here which should receive immediate attention.

.....Schools – The textbooks themselves perpetuate many male-female attitudes, detrimental to improving the status of women. A special educational committee should check these carefully.

.....Career counselling – in schools and at job centres . . . does not necessarily encourage women into their area of best endeavour but often into the more socially acceptable roles. By law at least, training in all fields of endeavour should be available to male and female alike.

.....Family Life Education – in the fullest sense of the term, should be considered at all levels from the lowest grades to adult educational classes with respect given to the needs of the specific age group concerned. This should include:

(a) Home money management.
(b) Child development training.
(c) Domestic training in preparation for leaving home.
(d) Pre-marital emotional counselling.

.....Special programs to upgrade the status of women should be considered at all levels of communication from workshops to radio and television programs.

The Citizens' Advisory Board suggests continuation of an Advisory board or committee, which would serve women's specific needs, and work either with the Human Rights Commission or the Executive Council.

Such a Board or Committee would operate more efficiently if each government department were invited and encouraged to send all matters concerned specifically with women's rights to this Board. The Board in turn should channel its communications through an assigned Minister to other Ministers of the various departments concerned. Such Board would meet a nominal number of times each year to receive complaints.

The Board studied and compared Alberta laws to corresponding recommendations made by the Royal Commission on the Status of Women. Following is a detailed listing of the Commission recommendations on matters under provincial jurisdiction, and the present position of the province in relation to them.

Alberta

RECOMMENDATIONS of

THE ROYAL COMMISSION

ON THE

STATUS OF WOMEN

pertaining to matters under

provincial jurisdiction and

PROVINCIAL FOOTNOTES

RECOMMENDATIONS RELATING TO PROVINCIAL JURISDICTION	PROVINCIAL COMMENTS
3. **Financial Support – Voluntary Associations** We recommend that the federal, provincial, and territorial governments (a) make greater use of women's voluntary associations; and (b) increase their financial support to: (i) Women's voluntary associations engaged in projects of public interest, and (ii) Voluntary associations working in fields of particular concern to women.	*There are many women's voluntary associations engaged in projects of public interest in Alberta.* *The Commission recommends greater use of these associations and increased financial support. The current trend seems to be one of greater financial participation by municipalities, provincial and federal governments in the way of grants and subsidies. The problem seems to be one of the amount of control required when public monies become involved in volunteer programs. The Advisory Board has not gone into this particular recommendation in any further detail because it feels it is up to the government departments involved to establish their priorities.*
155. **Remand** We recommend that the provincial and territorial governments either provide or contract with suitable voluntary associations to provide homes for women on remand. 163. We recommend that a network of halfway houses for women newly released from correctional institutions be set up in centres across Canada, supported by public and private funds and operated by voluntary groups and agencies, in accordance with approved government standards.	*Halfway houses, though not exclusively for women newly released from correctional institutions, are available in Calgary and Edmonton.*

4. **Standards of Employment – Public Service**

We recommend that the federal, provincial and territorial governments include in their selection standards for appointment to positions in their respective governments, the assessment of volunteer experience in evaluating the qualifications of applicants.

The Citizens' Advisory Board endorses this view. They suggest that when evaluating the qualification of a volunteer it be in a relevant field.

5. **Labour Legislation**

We recommend that a federal-provincial conference on labour legislation affecting women in Canada be called to prepare for Canada's ratification of the International Labour Organization Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value.

Existing labour legislation in Alberta is in substantial compliance with the principle of the International Labour Organization Convention Concerning Equal Remuneration for Men and Women Workers for Work of Equal Value. Furthermore, the federal government has been advised by the provincial government that progressive application of the provisions of the Convention would ensure that from Alberta's standpoint, Canada could proceed with ratification of this Convention.

8. **Equal Pay**

We recommend that the federal Female Employees Equal Pay Act, the federal Fair Wages and Hours of Work Regulations and equal pay legislation of provinces and territories require that (a) the concept of skill, effort and responsibility be used as objective factors in determining what is equal work, with the understanding that pay rates thus established will be subject to such factors as seniority provisions; (b) an employee who feels aggrieved as a result of an alleged violation of the relevent legislation, or a party acting on her behalf, be able to refer the grievance to

Alberta's new Individual Rights Protection Act, the companion Act to the Alberta Bill of Rights, prohibits discrimination in rates of pay to male and female employees. The Act specifies the rate must be the same for "similar or substantially similar" jobs . . . but does not include differences due to factors other than sex. A Human Rights Commission is empowered to carry out the intent of this Act. Although the Alberta Act does not go as far as the Commission recommends, it is felt

the agency designated for that purpose by the government administering the legislation; (c) the onus of investigating violations of the legislation be placed in the hands of the agency administering the equal pay legislation which will be free to investigate, whether or not complaints have been laid; (d) to the extent possible, the anonymity of the complainant be maintained; (e) provision be made for authority to render a decision on whether or not the terms of the legislation have been violated, to specify action to be taken and to prosecute if the orders are not followed; (f) where someone has presented the aggrieved employee's case on her behalf and the aggrieved employee is unsatisfied with the decision, she have the opportunity to present her case herself to the person or persons rendering the decision who may change the decision; (g) the employee's employment status be in no way adversely affected by application of the law to her case; (h) where the law has been violated, the employee be compensated for any losses in pay, vacation and other fringe benefits; (i) unions and employee organizations, as well as employers and employee organizations, be subject to this law; (j) penalties be sufficiently heavy to be an effective deterrent; and (k) the legislation specify that it is applicable to part-time as well as to full-time workers.

that the Human Rights Commission will be able to act in some of these areas.

13. Workmen's Compensation

We recommend that the provinces and the territories amend their workmen's compensation legislation so that the provisions applicable to the wife of the person deceased will also be applicable to the husband of the person deceased.

Alberta's Workmen's Compensation Act (RSA 1970) defines dependent in such a way as to make the provisions of the Act applicable to either spouse. Further, it even extends coverage to a "common law wife" . . . a recognition few other Acts of few other provinces allow.

16. **Maternity Leave**

We recommend the amendment of the federal Fair Employment Practices Act and the adoption of provincial and territorial maternity legislation to provide for (a) an employed woman's entitlement to 18 weeks maternity leave, (b) mandatory maternity leave for the six-week period following her confinement unless she produces a medical certificate that working will not injure her health, and (c) prohibition of dismissal of an employee on any grounds during the maternity leave to which she is entitled.

The Alberta Labour Act does not refer to maternity leave. However, samplings of 100 selected agreements were taken by the Alberta Department of Labour. In 1967 this sampling contained 8% with a maternity provision; in 1971 . . . 13% had provisions for maternity leave of various types. There are various small, private companies in Alberta who made arrangements of their own for maternity leave.

17. We recommend that the Unemployment Insurance Act be amended so that women contributors will be entitled to unemployment benefits for a period of 18 weeks or for the period to which their contributions entitle them, whichever is the lesser, (a) when they stop paid work temporarily for maternity reasons or (b) when during a period in which they are receiving unemployment benefits, they become unable to work for maternity reasons.

Already implemented by the Federal Unemployment Insurance Act, amended January 2nd, 1972.

18. **Protective Laws**

We recommend to the provinces and territories that protective labour legislation be applicable to both sexes.

The Alberta Labour Act and the Regulations established thereunder presently apply to persons of either sex. No action is therefore required upon this recommendation.

19. **Employee Relations (Air Crew)**

We recommend the elimination of any discrimination on the basis of sex in the terms and conditions of employment for air crew on air lines.

Third reading of Bill 1, The Alberta Bill of Rights, and Bill 2, the Individual Rights Protection Act, will hopefully accomplish Recommendations 18, 19, 20, 23.

20. **Labour Legislation**

We recommend that the provinces and territories adopt legislation prohibiting

Bill 2, the Individual Rights Protection Act, given first and second reading during the

the advertisement of a job opening in a manner that expressly limits it to applicants of a particular sex or marital status.

spring session of the Legislature . . . and being placed before the Legislature in this fall session . . . contemplates these recommendations in sections 6 and 7. Once enacted it will achieve substantially these recommendations.

23. **Equality of Opportunity**

We recommend that all provincial and territorial legislation dealing with equality of opportunity in employment specify that discrimination on the basis of sex and marital status be prohibited.

Applicable comments appear against Recommendation No. 20.

24. **Fair Employment Practices & Fair Wages and Hours of Work**

We recommend that (a) The Fair Employment Practice Act be amended to (i) include "sex" and "marital status" as prohibited grounds for discrimination, and (ii) apply to all employees of the Government of Canada; and (b) The Fair Wages and Hours of Work Regulations be amended to include "sex" and "marital status" as prohibited grounds for discrimination.

Fair Wages legislation is already in effect in our Labour Act, but Bills 1 and 2 would enhance and make more effective existing legislation in these areas, as well as covering marital status, not presently included in any of these.

27. **Boards & Commissions**

We recommend that provincial, territorial and municipal governments increase significantly the number of women on their Boards, Commissions, Corporations, Councils, Advisory Committees and Task Forces.

The Citizens' Advisory Board heartily endorses this view and recommends such action when appointments come due and qualified women are available. It is noted that there has been a nominal increase in women appointed to provincial Boards and Commissions. Hopefully, this will increase substantially. This could be facilitated by a central registry of qualified Alberta women willing to serve in their specific areas of concern . . . perhaps one held in the Alberta Women's Bureau and circulated to the Executive Council on request.

29. **Wage Differential**

We recommend that the differential treatment of Nursing Assistants and Nursing Orderlies in the federal Public Service be eliminated.

Though this recommendation addresses itself to Federal legislation, this matter is of concern to Health and Social Development's Personnel Branch when employing Institutional Aides (female) or Institutional Attendants (male). Though there is no disparity or wage differential in commencing salaries in any wage classification, the lack of availability of persons of the male sex, particularly in this grouping, necessitates in rare instances that male persons become employed at the mid-range of the wage scale. On the other hand, dependant on the availability of staff and other circumstances, it is conceivable that persons of the female sex could become employed at a wage scale higher than the starting wage in a particular job classification.

30. **Federal Public Service**

We recommend that the positions of secretaries in the federal Public Service be classified by one of the methods used for other classes in the federal Public Service.

31. **Federal Pensions**

We recommend that the federal Public Service Superannuation Act be amended so that (a) there will be no differences in the provisions on the basis of sex, and (b) the surviving spouse of a contributor will be paid the supplementary death benefits.

The Public Service Pension Act and the Local Authorities Pension Plan under the jurisdiction of the Public Service Pension Board do make a distinction in the payment of death benefits to a widow and a widower. A widower must be a dependent widower in order to obtain the same benefits granted to a widow. Also,

there is a distinction made in the status of women, single and married. Proposed amendments in respect to these points are under consideration.

63. We recommend that department stores (a) ensure that women employees are considered for advancement on an equal basis with men. (b) investigate why, in areas where the staff is predominantly female, it is the practice to fill the senior positions with men and (c) make a special effort to train more women employees for managerial positions.

Applicable comments appear against Recommendation No. 20.

64. We recommend that retail stores review their practices to ensure that exploitation of part-time workers does not exist.

Existing minimum wage regulations under The Alberta Labour Act afford considerable protection to persons employed on a part-time basis, which together with a continuous education program for employers in this Province discourage limited employment situations.

65. We recommend that the Canada Department of Labour conduct a survey of the use of home-workers, including handicraft workers, their wages and their other conditions of employment.

This recommendation has a very wide impact. Any survey conducted with respect to individuals not currently covered by Federal or Provincial Labour Legislation would yield greater results if carried out on a nation wide basis. However, the Public Hearings held in our Province from time to time to receive proposals and recommendations for amendments to existing Labour Legislation present an excellent forum for such persons to make their views known.

The government would anticipate a greater participation from this area of the Alberta population in such discussions in the future as the public becomes more aware of and concerned with the protection of their employment.

66. **Minimum Wage**

We recommend to the provinces and territories that household workers be covered by minimum wage laws, workmen's compensation and other legislation applicable to other paid workers.

See comments against Recommendation No. 65.

67. **Household Workers**

We recommend that each provincial and territorial government establish a Household Workers Bureau which, with its network of local offices, would be responsible for (a) establishing and promoting employment standards for different categories of household workers; (b) maintaining a list of available workers according to their competence, training, experience, health and other relevant qualifications; (c) directing available household workers to families which require them; (d) maintaining a record of families which use or require the services of the Bureau, with indications of the conditions of work of each of them; (e) supplying these families with information relating to desirable conditions of work and social security benefits; (f) promoting the training of household workers according to the needs of the market; (g) initiating, if necessary, training courses for household workers; (h) ensuring that household workers are not exploited; and (i) conducting studies and providing information on the current market situation of household workers.

The province currently conducts a Mother's Aide training course through Vocational Education. The first course graduated 10 women, the second 22. (Discussions are underway to set up a listing bureau with a volunteer group. The public will be advised when this has been done.)

68. **Household Workers**

We recommend that provinces and territories promote the establishment of agencies or co-operatives to (a) act as the employer of household workers to be assigned to suitable employment, and (b) collect for the services of the household workers, make income tax, social security, and other payroll deductions, and ensure that they have equitable pay, approved employment conditions and the protection provided by law.

Agencies such as the Family Service Bureau already do this for various areas of the province. The ultimate of course would be a province-wide co-operation of these agencies.

69. **Textbooks**

We recommend that the provinces and the territories adopt textbooks that portray women, as well as men, in diversified roles and occupations.

72. **Review of Publications**

We recommend that the federal government, the provinces and the territories set up committees to review all government publications concerned with the choice of occupations and careers in order to select and use only publications that encourage women to consider all occupations, including those which have been traditionally restricted to men.

It is felt that the Human Rights Commission, once it comes into existence, should review this entire area of "status" as mentioned in Board recommendations, page 2

(68 – 75 Inclusive)

73. **Counsellors**

We recommend that the provinces and territories (a) provide co-educational guidance programmes in elementary and secondary schools, where they do not now exist and (b) direct the attention of guidance counsellors to the importance of encouraging both girls and boys to continue their education according to their individual aptitudes and to consider all occupational fields.

74. **University Counselling Services**

We recommend that, where they have not already done so, universities establish formal counselling services.

77. **Equality of Opportunities (Athletics)**

We recommend that the provinces and territories (a) review their policies and practices to ensure that school programmes provide girls with equal opportunities with boys to participate in athletic and sports activities, and (b) establish policies and practices that will motivate and encourage girls to engage in athletic and sports activities.

75. We recommend that (a) the federal government in co-operation with the provinces and territories set up a career information service in each local Canada Manpower Centre which would (i) include personnel specially trained to give information to women on occupations, training requirements, financial help available, and labour market conditions and needs, and (ii) insist on the importance of a broad field of occupational choice for girls; and (b) subject to consultation and agreement with the educational authorities, this career information service be offered to all schools of the area.

76. **Family Life Education**

We recommend that, where they have not already done so, the provinces and the territories set up courses in family life education, including sex education, which begin in kindergarten and continue through elementary and secondary schools, and which are taught to girls and boys in the same classroom.

Family Life Education is also dealt with under Board recommendations, Page 4 Family Life Education is a local school board decision and should probably remain so.

78. **Amateur Sport**

We recommend that, pursuant to section 3 (d) of the federal Fitness and Amateur Sport Act, a research project be undertaken to (a) determine why fewer girls than boys participate in sports programmes at the school level and (b) recommend remedial action.

80. **Training – Manpower**

We recommend that the federal government, in co-operation with the provinces and territories, expand and widely advertise the part-time training programmes offered by the Department of Manpower and Immigration.

79. **Occupational Training for Adults**

We recommend that the federal government, in co-operation with the provinces and territories, ensure that **information** on the federal Occupational Training for Adults Programme reaches women outside the labour force as well as those employed or actively seeking employment.

81. We recommend that Section 3 (b) of the federal Adult Occupational Training Act be amended so that full-time household responsibility be equivalent to participation in the labour force in so far as eligibility for training allowances is concerned.

82. **Adult Education**

We recommend that the federal Department of Manpower and Immigration, in co-operation with provinces and territories, develop policies and practices that will result in (a) an increase in the number of women undertaking educational upgrading programmes and training for more highly skilled occupations,

These recommendations should also be added to Human Rights Commission list of matters to check into on a priority basis.

(78 – 84 Inclusive)

(b) the enrolment of women in courses in line with their capacities without regard to sex-typing of occupations, (c) an increase in the number of women training for managerial and technical positions, and (d) the consideration by women of the whole spectrum of occupations before choosing training courses.

83. **Continuing Education**

We recommend that the provinces and territories and all post-secondary educational institutions develop programmes to meet the special needs for continuing education of women with family responsibilities.

84. **Student Loans**

We recommend that the federal government, in co-operation with the provinces and territories, extend the present system of student loans to include part-time students.

The Board endorses student loans for part-time students (84) if the course is one for upgrading.

85. **Diplomas – Homemakers**

We recommend that the federal government, in co-operation with the provinces, provide through the Occupational Training for Adults programme (a) training courses which will lead to a diploma for visiting homemakers for emergency assistance, the planning of which will be in conjunction with local welfare agencies, and (b) training courses leading to a diploma for household workers other than visiting homemakers.

Alberta already has a pilot project underway, as mentioned before, which has graduated two classes or 32 students to date.

86. **Retraining and Rehabilitation**

We recommend that women be given the same opportunity as men to participate in any programmes at present or in the future, that are sponsored by gov-

The Alberta Department of Agriculture encourages farm women to attend all short courses and workshops they sponsor or co-sponsor. An

ernment for the retraining and rehabilitation of rural people, such as those begun under the Agricultural and Rural Development Act (ARDA).

overview of rural educational needs is included in the Report, Tradition and Transition, a study commissioned for the Alberta Dept. of Agriculture.

87. **Women in Rural Areas**

We recommend that the provinces and territories take appropriate action to study the current educational needs and interests of women in rural areas and, in consultation with local people, introduce more adequate programmes, ensuring that they are available to women.

(86 – 87 Inclusive)

88. We recommend that the Department of the Secretary of State, through its Citizenship Branch, in co-operation with the provinces and territories, (a) conduct surveys in all areas of Canada where immigrants are settling to ascertain the special educational needs of immigrant women, (b) suggest programmes by which these needs could be met, (c) make these needs and programmes known to voluntary workers in the community, and (d) assist volunteers in the implementation of these training programmes.

The federal and provincial governments co-operate with various volunteer organizations to provide a series of English-language training courses. These are available in various schools and colleges of the province at a nominal charge. One free program is sponsored by the I.O.D.E.

(88 – 89 Inclusive)

89. **Language Training**

We recommend that the federal government, in co-operation with provinces and territories, review language training programmes in order to ensure that the needs of immigrant women are being met.

92. **Training Native Women**

We recommend that the federal, provincial and territorial governments encourage Eskimo and Indian women to take training in adult education for work in the northern communities.

93. Public Officials and Natives

We recommend that the federal government, the provinces and the territories co-operate to (a) provide expanded, comprehensive courses for all public officials and employees and their spouses, working with Indians and Eskimos, to familiarize them with the cultures and traditions of the native people, including training in the native languages; (b) make available to Indian and Eskimo women education courses to provide at least functional literacy in either French or English; (c) encourage native women to participate in school planning and programming, and to serve on school advisory committees; (d) where it is not already being done, train native women as teachers and teachers' aides; (e) provide that teachers' colleges give special training courses in the instruction of English or French as a second language to Indians and Eskimos; (f) make sure that teachers' colleges provide courses in Indian and Eskimo culture, including training in the native languages for teachers planning to work with native people; and (g) make every effort to train Indians and Eskimos to provide the educational services in Indian and Eskimo communities now being performed by non-Indian and non-Eskimo public servants.

The fact of Federal jurisdiction over Reserves through the Indian Act makes these suggestions a larger part federal than provincial. However it might be noted that various provincial-in-scope native organizations are currently working to further native interests in all these areas.

(92 – 94 Inclusive)

94. Research – Native Cultures – Universities

We recommend that universities establish or strengthen courses and research in Indian and Eskimo cultures.

98. Educational Television

We recommend that the provinces and territories, in co-operation with universities, arrange that educational televi-

Greatly expanded comments on the value of education via electronic media can be found in the new Worth Commission

sion programmes, including credit as well as non-credit courses at elementary, secondary, general and technical college and university levels, be televised at hours when both housewives and women in the labour force can take advantage of them.

Report on education. Since it is only in the discussion state no definite policies have been formulated.

(98 – 99 Inclusive)

99. **Educational Television**

We recommend that the governments and organizations which plan to use the satellite tele-communications system (a) consult knowledgeable women as to the types and quality of programmes and the hours of scheduling in order to meet the needs and convenience of women in Canada, and (b) include women professionals and specialists in all branches of programme production and broadcasting so that women will have equal opportunities with men in the development, operation and use of this new medium.

100. **Citizenship Information**

We recommend that committees, composed of citizens of the community, establish and direct Citizens' Information Centres for the purpose of providing free information on community resources, and that centres (a) maintain offices open to the public; (b) be responsible for the production and extensive distribution of booklets listing community resources; (c) provide for free in-coming long-distance telephone calls from citizens who could not be expected to travel to the nearest centre; (d) provide information by correspondence on request; (e) make full use of radio, television, the newspapers and other mass media to ensure that citizens are well informed on the services provided; and (f) encourage mass media to provide, by means of articles, pro-

Various methods of supplying information for citizens are under study at present. The Alberta Women's Bureau has been providing general information on laws, wills and estates taxes for the past few years . . . as well as answers to specific written or telephoned questions.

The province's new Bureau of Public Affairs is looking into the entire information picture, hoping to improve its services in this area through the Bureau as co-ordinator and consultant.

Citizen information centres such as "A.I.D." are funded through provincial and municipal monies.

gramme courses, news releases and other techniques, information on subjects that may give rise to problems for citizens.

101. **Citizenship Information**

(100 – 101 Inclusive)

We recommend that federal, provincial, territorial and municipal governments provide financial assistance to citizens' committees operating Citizens' Information Centres.

105. **Domicile**

Most Alberta statutes under which residence becomes an issue refer to residence rather than domicile. Also, Alberta's Married Women's Act long ago gave women status as a "femme sole".

We recommend that the provinces and territories amend their legislation so that a woman, on marriage, may retain her domicile or, subsequently, acquire a new domicile, independent of that of her husband.

108. **Financial Responsibility**

The 1968 Divorce Act gave to Courts hearing divorce matters, the jurisdiction to make an order for the payment of alimony by EITHER spouse. However, the Alberta Domestic Relations Act, giving Courts jurisdiction to grant alimony in judicial separation actions, only allows alimony to be granted to a wife. Husbands unable to work can already obtain relief against their wives under The Maintenance Orders Act. This Act makes a wife, inter alia, of any old, blind, lame, mentally deficient person, or of any other destitute person who is not able to work, liable for his maintenance.

We recommend that the provinces and territories, which have not already done so, amend their laws so that a wife who is financially able to do so may be held to support her husband and children in the same way that the husband may now be held to support his wife and children.

110. **Maintenance Orders**

There are no such ceilings in Alberta and the public should be aware of this.

We recommend that those provinces and territories which have established maximum amounts for maintenance orders remove such ceilings.

111. **Family Courts**

We recommend that the provinces and territories which have not already done so, adopt legislation to set up Family Courts.

112. **Assessment Branch**

We recommend that the auxiliary services of Family Courts include an assessment branch dealing with the assessment and payment of alimony and maintenance.

Family Courts have been in existence in Alberta since the Alberta Family Court Act of 1952. The entire concept of "family law" is currently under study by the Institute of Law Research and Reform . . . with a view to providing a more unified Family Court for Alberta.

(111 – 112 Inclusive)

115. **Day Care**

We recommend that fees for the care of children in day-care centres be fixed on a sliding scale based on the means of the parents.

This is already the case in publicly-supported day care centres in Alberta. Also the point made in 116 is in effect in this province.

116. **Day Care**

We recommend that the provinces, where they do not already do so, pay not less than 80 per cent of the provincial-municipal contribution to day-care centres.

117. **National Housing Act & Day Care Centres**

We recommend that the National Housing Act be amended to (a) permit the making of loans for the construction, purchase and renovation of buildings for day-care centres, and (b) permit the inclusion of space for day-care centres in housing developments, including university buildings, for which loans are made under the Act.

Federal jurisdiction specifically.

118. We recommend that the federal government immediately take steps to enter into agreement with the provinces leading to the adoption of a national Day-Care Act under which

Subsidized Day Care projects in Alberta are financed through Preventive Social Services. The 80% – 20% cost-sharing basis is further shared

federal funds would be made available on a cost-sharing basis for the building and running of day-care centres meeting specified minimum standards, the federal government to (a) pay half the operating costs; (b) during an initial seven-year period, pay 70 per cent of capital costs; and (c) make similar arrangements for the Yukon and Northwest Territories.

at the Federal level through the Canada Assistance Plan. Half of certain costs (50%) are now shared by C.A.P. Recommendation 118(a) would either (1) involve a revision of C.A.P. for Day Care services only, or (2) development of a new cost-sharing agreement related specifically to Day Care. Recommendation 118(b) – any additional Federal funding should flow through provincial and municipal levels of government, as in P.S.S.

119. **Child Care Board**

We recommend that each province and territory establish a Child-Care Board to be responsible for the establishment and supervision of day-care centres and other child-care programmes, which will (a) plan a network of centres (as to location, type, etc.), (b) set and enforce standards and regulations, (c) provide information and consultants, (d) promote the establishment of new day-care services, and (e) approve plans for future day-care services.

This concept has been discussed by many groups at the provincial and national level. Presently there is a recommendation in this area in the Worth Commission Report. At the national level the Dept. of National Health & Welfare discussed with Early Childhood organizations ramifications of a national conference at which items such as a Children's Bureau and National Day Care Council would be discussed.

120. **Consultation – Child-care Services**

We recommend that the Department of National Health and Welfare offer an extension of advisory services to the provinces and territories through the establishment of a unit for consultation on child-care services.

Presently the provinces have consultative services available through C.A.P. with specialists in children's services. A moderate increase in this area could be supported. The major question would be one of provincial autonomy.

121. **Birth Control Education**

We recommend that birth control information be available to everyone.

123. **Family Planning**

We recommend that provincial Departments of Health (a) organize family planning clinics in each public health unit to ensure that everyone has access to information, medical assistance, and birth control devices and drugs as needed, and (b) provide mobile clinics where they are needed particularly in remote areas.

The Preventive Social Servives program has funded Family Planning Clinics in Edmonton & Calgary since 1969. The Federal Government recently launched a limited Family Planning Grant Program.
(a) This recommendation is valid and is part of long range plans for the Province. A selected number of health units will offer Family Planning services within the next year and this will gradually expand. Training of nurses is underway.
(b) Mobile clinics are not being planned at present because of the high pressure for immediate services in health units but they could be a possibility in the future.

125. **Sterilization**

We recommend that the provinces and territories adopt legislation to authorize medical practitioners to perform non-therapeutic sterilization at the request of the patient free from any civil liabilities toward the patient or the spouse except liability for negligence.

The concept has value in terms of standards, etc. but the issue of administration or authority would need to be examined, particularly as it would relate to the requisitioning of funds.

128. **Unmarried Mothers**

We recommend that the governments of the provinces, territories and municipalities make every effort to integrate the unmarried mother, who keeps her child, into the life of the community, by making sure that she (a) is not discriminated against in respect of employment and housing, (b) receives help with child care if necessary, and (c) has access to counselling to help her with emotional, social and economic problems.

In Alberta an unmarried mother over the age of 16 years receives equal treatment insofar as meeting the eligibility requirements in qualifying for and receiving Social Allowance benefits. Moreover, she is given equal treatment in obtaining training benefits. In instances when an unmarried mother requires help with child care and counselling, she is also given every consideration.

129. **Maternity Claims**

We recommend that provinces and territories amend where necessary the regulations relating to provincial welfare programmes so as to prohibit the exertion of any influence on the unmarried mother to press for an order of affiliation.

It is expected, in instances where it will not impose an unreasonable hardship, that the unmarried mother will seek support from the father of her child, however, the unmarried mother is not subject to undue influence in this regard.

133. **Succession Duties**

We recommend that those provinces that have not already done so amend their respective Succession Duties Acts in order to abolish succession duties on assets passing from one spouse to the other.

Alberta is the only Canadian province without succession duties of any kind.
Accolades are due the province for such a forward-looking policy.

134. **Women's Hostels**

We recommend that the provinces and territories, in co-operation with municipalities and voluntary associations, provide a network of hostels for transient girls and women where counselling services on job opportunities and training facilities are made available.

There are some Women's Hostels in Alberta provided through volunteer effort, and subsidised in part by municipal and provincial grants. There are others (at least one, Hilltop House) specifically funded and staffed under Health and Social Development.

137. **Friendship Centres**

We recommend that the federal government, the provinces, territories, municipalities and voluntary associations, in co-operation with native people establish or expand friendship centres directed and staffed by people of Indian, Metis or Eskimo ancestry, to provide needed services.

Friendship Centres are to be found in various Alberta cities, although they are not established and funded under any standard method.

140. **Judges**

We recommend that the federal government and the provinces name more women judges to all courts within their jurisdictions.

At present there are two women judges in Alberta. There have been as many as three women magistrates at one time. We understand that

some qualified women have declined applications and/or opportunities for personal reasons.

141. **Jury Duty**

We recommend that the provinces which have not already done so, require women to be liable for jury duty on the same terms as men.

Amendments to the Alberta Jury Act in 1971 accomplished this very thing.

142. We recommend that women's associations within the political parties of Canada be amalgamated with the main bodies of these parties.

Some of the women's associations within political parties . . . and in fact . . . women's associations in many other groups too . . . are amalgamating with the men. This must be initiated by the group and could not possibly be legislated.

156. **Female Officers**

We recommend that the federal government, provinces, territories and municipalities, whenever possible, assign female instead of male police officers to deal with women taken into custody.

There are some female officers on various city police forces. Although the suggestion seems to be a valid one we wonder if on one hand the commission is not asking for equality, while on the other, as in this case, asking for special treatment.

157. **Counselling Probationers**

We recommend that the provinces and territories ensure that when the administrative policy of their corrections programme is being determined, the differences in the counselling and supervisory needs of women and men probationers be considered, staff requirements be based on these needs and caseloads be adjusted accordingly.

Both 156 and 157 are currently in effect in Alberta.

158. **Alcoholics**

We recommend that the provinces and territories (a) develop a health and so-

A good deal of activity is being initiated under the Commission on Alcoholism and

cial welfare policy that would remove from the penal setting the handling of persons found apparently intoxicated and assign the responsibility for diagnosis and treatment to health and welfare administration; (b) ensure that there are treatment facilities for female alcoholics; and (c) in co-operation with health and welfare authorities establish treatment programmes, where they do not now exist, for female alcoholics being now detained in a penal setting for criminal offences.

Drug Abuse to improve and extend treatment facilities for female alcoholics either in or outside penal settings.

160. **Rehabilitation**

We recommend that the federal, provincial and territorial governments cooperate in order to provide flexible and imaginative programmes aimed at the rehabilitation of women offenders which would include (a) a system that provides appropriate living quarters, small "open" institutions where life follows a normal pattern rather than institutional living and is integrated as much as possible with the life of the neighbouring community; (b) programmes and services, such as education and vocational training, adapted to the needs of individual female offenders and taking full advantage of the resources of that district; and (c) personnel specially trained in dealing with female offenders.

Considerable thought is being given to the development of flexible and imaginative programs aimed at the rehabilitation of the woman offender, however, rather than setting up rehabilitation settings specializing exclusively in treating women offenders, programs and services are being encouraged and supported financially inproviding for the rehabilitation of women in difficulty.

164. **Implementation of Commission Recommendations**

We recommend that the federal government, the provinces, the territories and municipalities, each establish an implementation committee, composed of a number of its senior administrators, to (a) plan for, co-ordinate and expedite the implementation of the recommen-

Before discussing "implementation" of the Royal Commission recommendations public attention should be directed to the four basic principles on which they are based. The Citizens' Advisory Board on these matters was a forward step at looking at some of

dations made by the Royal Commission on the Status of Women to that jurisdiction; and (b) report from time to time to its government on the progress it is making.

these problems, as related specifically to areas of provincial concern.

165. **Human Rights Commissions**

We recommend that federal, provincial and territorial Human Rights Commissions be set up that would (a) be directly responsible to Parliament, provincial legislatures or territorial councils, (b) have power to investigate the administration of human rights legislation as well as the power to enforce the law by laying charges and prosecuting offenders, (c) include within the organization for a period of seven to ten years a division dealing specifically with the protection of women's rights, and (d) suggest changes in human rights legislation and promote widespread respect for human rights.

Alberta's new Bills 1 and 2 will accomplish much of this, depending what final form they take on third reading.

167. **Government Bureau**

We recommend that, where it has not already been done, each province and territory establish a government bureau or similar agency concerned with the status of women which would have sufficient authority and funds to make its work effective.

See comments under 164.

b. **Action Already Projected by Board**
c. **Conditional Possibilities**

The Board recommends to the Cabinet that the pertinent recommendation on the Status of Women to which we have not addressed ourselves be given immediate attention.

Alberta

Cross Index

of letters and briefs received by

Alberta's Citizens' Advisory Board

Chapter	Report of the Royal Commission on The Status of Women in Canada	Submission No.'s	Recommendation No.'s
1	Canadian Women and Society	1E, 13, 17, 20, 23, 24	
2	Women in the Canadian Economy		(1 – 68)
	Part A – The Economic Power of Women		1
	Part B – Unpaid Work	1F, 2, 6, 21, 22, 24 35, 36	2 – 4
	Part C – Paid Work	2	
	Employment Patterns	1F	
	Pay	2, 8, 22, 28	5
	a) Equal Pay	1F, 2, 18, 22, 27, 36	6 – 8
	b) Minimum Wage Rates		9 – 10
	c) Occupational Segregation by Sex	1F, 23, 27	11
	Conditions of Employment	10, 28	
	a) Pensions	1F, 36, 38	12
	b) Workmen's Compensation	21, 22	13
	c) Insurance	36	14 – 15
	d) Maternity Leave	1F, 2, 4, 6, 22	16 – 17
	e) Other Conditions of Employment	2, 21, 22, 29	18 – 19
	Equality of Opportunity	1F, 15, 18, 27, 28, 29, 30	
	a) Entering Employment	21, 22	20 – 22
	b) Advancing in Employment		
	c) Fair Employment Practices Legislation	2, 21	23 – 25
	Use of Women's Skills and Abilities		
	a) Federal Boards and Commissions	1F, 21	26 – 27
	b) Training		
	c) Flexibility in Working Hours		
	d) Part Time Work	2, 20, 38	28
	Government of Canada	1F, 2	29 – 61

Chapter	Report of the Royal Commission on The Status of Women in Canada	Submission No.'s	Recommendation No.'s
	Other Sectors of the Economy		
	Chartered Banks		62
	Department Stores		63 – 64
	Homeworkers		65
	Paid Household Worker	1F, 6, 21, 22, 26	66 – 68
	Women in Arts		
3	Education	20	(69 – 101)
	Education and Stereotypes	1F, 2, 15, 21, 22, 26, 27, 35, 36	69 – 78
	Continuing Education	1F 6, 7, 21, 22, 30, 36	79 – 84
	Training for Paid Household Employment	1F, 22	85
	Training for Voluntary Activities	1F	
	Family Life Education for Adults	1F, 37	
	Consumer Education		
	Rural Women	21, 22, 36, 38	86 – 87
	Women Immigrants		88 – 89
	Native Women in the North	21, 36	90 – 97
	Educational Television	1F, 21, 22, 36, 38	98 – 99
	Citizen's Information Centres	21, 36	100 – 101
4	Women and the Family	20	(102 – 129)
	Legal Aspects of Marriage and Divorce	1D	
	i) Marriage	1F, 10, 15, 17, 24, 37	
	Solemnization of Marriage	36	102
	Effects of Marriage on Woman's Status	1A, 1B, 21, 27	103 – 106
	Matrimonial Property Law	19, 21, 22, 24, 36	107
	Maintenance Obligations	1F, 21, 36	108 – 112
	Custody and Guardianship		

Chapter	Report of the Royal Commission on The Status of Women in Canada	Submission No.'s	Recommendation No.'s
	ii) Divorce	17	
	Other Aspects of the Divorce Act	1F, 12, 31	113 – 114
	Parents and Society		
	i) The Children	13, 16, 18, 24, 37	
	Public Responsibilities		
	Day Care Centres	1C, 1F, 2, 3, 5, 6, 14, 20, 21, 22, 23, 26, 27 30, 32, 33, 34, 35, 38	115 – 120
	ii) Responsible Parenthood	1C, 1F, 2, 17, 20, 21, 22, 23, 25, 30, 31, 36, 38	121 – 127
	iii) One Parent Families		
	The Unmarried Mother	6, 21, 22, 36	128 – 129
5	Taxation and Child Care Allowances	1F, 20, 21, 36	(130 – 133)
6	Poverty	13, 20	(134 – 137)
	Poverty in Canada		
	Poverty in Relation to Women	21, 22	134
	Specific Groups of Women Affected		
	Sole-Support Mothers	1F, 6	135
	Elderly Women	24, 36, 38	136
	Indian, Metis and Eskimo Women	21, 36	137
7	Participation of Women in Public Life	1F, 20, 21, 22, 27, 36	(138 – 142)
8	Immigration and Citizenship	1F, 20, 36	(143 – 149)

Chapter	Report of the Royal Commission on The Status of Women in Canada	Submission No.'s	Recommendation No.'s
9	Criminal Law and Women Offenders	20	(150 – 163)
	Women as Criminal Offenders		
	Women Under the Criminal Code		
	Equality Under the Law		
	Criminal Sexual Behavior of Women	2	150 – 154
	Treatment of Women Within the Administration of Criminal Justice	9, 11, 27	
	The Correctional Process	21	155
	Correctional Treatment of Women	1F, 21, 22, 36	156 – 161
	Release and After Care	21, 36	162 – 163
10	Plan for Action		(164 – 167)
	Implementation Committees	2, 8, 21	164
	Human Rights Commission	2, 8, 13, 18, 21, 22, 26	165
	Status of Women Council	1F, 2, 8, 21	166 – 167
Minority Report –	John Humphrey	6	
Separate Statements –	Jacques Henripin		
–	Elsie Gregory MacGill	20	
–	Doris Ogilvie		

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
1A	Mrs. Jeannette Champagne Box 265, Morinville	Ch. 4 – Legal Aspects – Effects of Marriage (change of name)	103 – 106
1B	Elaine Pepper 2407 – 40 Street S.E. Calgary	Ch. 4 – Legal Aspects – Effects of Marriage (change of name)	103 – 106
1C	Vera Radio 13515 – 129 Street Edmonton	Ch. 4 – Parents & Society – Day Care – Responsible Parenthood	115 – 120 121 – 127
1D	Evand John Reid Box 1300, Ponoka	Ch. 4 – Legal Aspects (legal aid)	
1E	Mrs. G.V. Kerr Oakwood Petroleums Ltd. 1180 Guinness House 727 – 7 Avenue S.W. Calgary	Ch. 1	
1F	University Women's Club Miss Belle Grant 803, 930 – 15 Avenue S.W. Calgary	Ch. 2 – Part B	2 – 4
		– Part C – Equal Pay	6 – 8
		Occupational Segregation	11
		Pensions	12
		Maternity Leave	16 – 17
		Equality of Opportunity	20 – 25
		Federal Boards & Commissions	26 – 27
		Government of Canada	29 – 61
		Paid Household Worker	66 – 68

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
	University Women (Cont'd.)	Ch. 3 – Education and Stereotypes	69 – 78
		Continuing Education	79 – 84
		Training for Paid Household Employment	85
		Training for Voluntary Activities	
		Family Life Education for Adults	
		Educational Television	98 – 99
		Ch. 4 – Legal Aspects – Marriage	108 – 112
		– Maintenance Obligations	113 – 114
		Other Aspects of Divorce Act	115 – 120
		Day Care Centres	121 – 127
		Responsible Parenthood	130 – 133
		Ch. 5	135
		Ch. 6 – Specific Groups – Sole-Support Mothers	138 – 142
		Ch. 7	
		Ch. 8	
		Ch. 9 – Treatment of Women within the Administration of Criminal Justice	155 – 163
		Ch. 10 – Status of Women Council	166 – 167
2	Mrs. A. Stanley Cumming Conference Chairman Unitarian Universalists Women's Federation 116 Francois Rive Nuns' Island Montreal	Ch. 2 – Part B	2
		Part C – Pay	5
		Equal Pay	6 – 8
		Maternity Leave	16 – 17
		Fair Employment Practices Leg.	23 – 25
		Part Time Work	28
		Government of Canada	29 – 61
		Ch. 3 – Education and Stereotypes	69 – 78
		Ch. 4 – Parents & Society – Day Care	115 – 120
		– Responsible Parenthood	121 – 127

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
	Cumming (Cont'd.)	Ch. 9 – Criminal Sexual Behavior in Women	150 – 154
		Ch. 10 – Implementation Committees	164
		Human Rights Commission	165
		Status of Women Council	166 – 167
3	Lynne Vander Voet Students Union Day Care Committee University of Alberta Edmonton	Ch. 4 – Day Care	115 – 120
4	Mrs. Gordon B. Armstrong Prov. Council of Women of Ontario 8 Dacre Crescent Toronto	Ch. 2 – Part C – Maternity Leave	16 – 17
5	Ada Brouwer 4615 – 85 Street N.W. Calgary	Ch. 4 – Day Care	115 – 120
6	Howard Clifford, Pres. Edmonton Branch Canadian Committee on Early Childhood	Ch. 2 – Part B	2 – 4
		Part C – Maternity Leave	16 – 17
		Paid Household Worker	66 – 68
		Ch. 3 – Continuing Education	79 – 84
		Ch. 4 – Day Care	115 – 120
		Ch. 6 – Specific Groups – Sole-Support Mothers	135
		Minority Report – John Humphrey	

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
7	Evelyn Moore Canadian Assoc. of University Teachers University of Calgary Calgary	Ch. 3 – Continuing Education	79 – 84
8	Miss Lucy I.M. Milne Medicine Hat Business & Professional Women's Club 439 – 8 Street S.W. Medicine Hat	Ch. 2 – Part C – Pay Ch. 10 – Implementation Committees Human Rights Commission Status of Women Council	5 164 165 166 – 167
9	John Howard Society Mrs. M. Shore, Chairman	Ch. 9 – Treatment of Women within the Administration of Criminal Justice	155 – 163
10	Mrs. Elayne Clark 3024 Blakiston Dr. N.W. Calgary	Ch. 4 – Legal Aspects – Marriage	
11	Diane Hodgson Women in Crime & Corrections Edmonton Social Planning Council 10182 – 103 Street Edmonton	Ch. 9 – Treatment of Women within the Administration of Criminal Justice	155 – 163
12	Mrs. Jean Elliott Box 1694, Ponoka	Ch. 4 – Legal Aspects – Other Aspects of the Divorce Act	113 – 114

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
13	Mrs. D. Johanson 2, 1331 – 12 Avenue S.W. Calgary	Ch. 1 Ch. 4 – Parents & Society – The Children Ch. 6 Ch. 10 – Human Rights Commission	 165
14	Mrs. Ann Stewart, Pres. Edmonton Day Care Council 9641 – 102 A Avenue Edmonton	Ch. 4 – Day Care	115 – 120
15	Jeanette Walker Lacombe	Ch. 2 – Part C – Equality of Opportunity Ch. 3 – Education and Stereotypes Ch. 4 – Legal Aspects – Marriage	 69 – 78
16	Mrs. Olga Jones 15922 – 110 B Avenue Edmonton	Ch. 4 – Parents & Society – The Children	
17	Frederick Wilson 12815 – 109 Street Edmonton	Ch. 1 Ch. 4 – Legal Aspects – Marriage Divorce Parents & Society – Responsible Parenthood	 121 – 127
18	Mrs. Claire Daykin 1024 – 16 Street S. Lethbridge	Ch. 2 – Part C – Equal Pay Equality of Opportunity Ch. 4 – Parents & Society – The Children Ch. 10 – Human Rights Commission	6 – 8 20 – 25 165

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
19	Stella M. Heathman Berwyn	Ch. 4 – Marriage – Property Law	107
20	Joan E. Hall 639 – 11 Street S. Lethbridgw	Ch. 1 Ch. 2 – Part C – Skills & Abilities – Part Time Ch. 3 Ch. 4 Day Care Responsible Parenthood Ch. 5 Ch. 6 Ch. 7 Ch. 8 Ch. 9 Separate Statements – Elsie Gregory MacGill	28 115 – 120 121 – 127
21	Mrs. D.J. Laughton, Sec. Edmonton Home Economics 305, 11415 – 41 Avenue Edmonton	All recommendations of provincial jurisdiction	
22	Calgary Bow Constituency Association – New Democratic Party 4436 – 16 Avenue N.W. Calgary	Ch. 2 – Part B Part C – Pay Equal Pay Workmen's Compensation Maternity Leave Other Conditions of Employment	2 – 4 5 6 – 8 13 16 – 17 18 – 19

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada		Recommendation No.'s
	Calgary Bow (Cont'd.)		Entering Employment	20 – 22
			Paid Household Worker	66 – 68
		Ch. 3 –	Education and Stereotypes	69 – 78
			Continuing Education	79 – 84
			Training for Paid Household Employment	85
			Rural Women	86 – 87
			Educational Television	98 – 99
		Ch. 4 –	Legal Aspects – Property Law	107
			Parents & Society – Day Care	115 – 120
			– Responsible Parenthood	121 – 127
			– The Unmarried Mother	128 – 129
		Ch. 6 –	Poverty in Relation to Women	134
		Ch. 7		138 – 142
		Ch. 9 –	Correctional Treatment of Women	156 – 161
		Ch. 10 –	Human Rights Commission	165
23	Mary Gareau 8940 – 77 Avenue Edmonton	Ch. 1		
		Ch. 2 –	Part C – Occupational Segregation by Sex	11
		Ch. 4 –	Day Care	115 – 120
			Responsible Parenthood	121 – 127
24	Unsigned	Ch. 1		
		Ch. 2 –	Unpaid Work	2 – 4
		Ch. 4 –	Legal Aspects – Marriage	
			Property Law	107
		Ch. 6 –	Specific Groups – Elderly Women	136

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
25	Mrs. Betty A. McCaugherty Box 264, Lethbridge	Ch. 4 – Parents & Society – Responsible Parenthood	121 – 127
26	Valerie A. Carey 4436 – 16 Avenue N.W. Calgary	Ch. 2 – Part C – Paid Household Worker	66 – 68
		Ch. 3 – Education and Stereotypes	69 – 78
		Ch. 4 – Legal Aspects – Property Law	107
		Parents & Society – Day Care	115 – 120
		Ch. 10 – Human Rights Commission	165
27	Wendy O'Flaherty 2916 University Place Calgary	Ch. 2 – Part C – Equal Pay	6 – 8
		Occupational Segregation	11
		Equality of Opportunity	
		Ch. 3 – Education and Stereotypes	69 – 78
		Ch. 4 – Effects of Marriage on Women's Status	103 – 106
		Parents & Society – Day Care	115 – 120
		Ch. 7	138 – 142
		Ch. 9 – Treatment of Women within the Administration of Criminal Justice	
28	Diane I. Hodgson 9131 – 77 Avenue Edmonton	Ch. 2 – Part C – Pay	5
		Equality of Opportunity	20 – 25
29	Mary A. Halback 11011 – 64 Avenue Edmonton	Ch. 2 – Part C – Other Conditions of Employment	18 – 19
		Equality of Opportunity	

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
30	Mrs. Marilyn Miller 703 – 84 Avenue S.W. Calgary	Ch. 2 – Part C – Equality of Opportunity	20 – 25
		Ch. 3 – Continuing Education	79 – 84
		Ch. 4 – Parents & Society – Day Care	115 – 120
		– Responsible Parenthood	121 – 127
			113 – 114
		Ch. 4 – Legal Aspects – Divorce	121 – 127
		– Responsible Parenthood	
31	Mrs. T. Schlereth R.R. 6, Edmonton	Ch. 4 – Parents & Society – Day Care	115 – 120
32	S. Anthow, United Church Women Smoky Lake, Alberta	Ch. 4 – Parents & Society – Day Care	115 – 120
33	Clara R. Henry, Sec. Treas. Box 154, Alix, Alberta	Ch. 4 – Parents & Society – Day Care	115 – 120
34	Muriel Gessleman Box 24, Alix, Alberta	Ch. 2 – Part B	2
		Ch. 3 – Education and Stereotypes	76
		Ch. 4 – Parents & Society – Day Care	115
35	Mrs. P. Wyllie Box 280 Vegreville, Alberta	Ch. 2 – Part B – Unpaid Work	2 – 3
		Part C – Equal Pay	8
		– Pensions	12
		– Insurance	15
36	Vera E. Holt Sangudo, Alberta	Ch. 3 – Education & Stereotypes	69
		– Continuing Education	83
		– Rural Women	86 – 87
		– Native Women in the North	92 & 97
		– Educational Television	99
		– Citizens Information Centres	100

Sub. No.'s	Name and Address	Report of the Royal Commission on The Status of Women in Canada	Recommendation No.'s
	Holt (Cont'd.)		
		Ch. 4 – Solemnization of Marriage	102
		– Matrimonial Property Law	107
		– Maintenance Obligations	108 & 109
		– Responsible Parenthood	121
		– Unmarried Mothers	128
		Ch. 5	132 – 133
		Ch. 6 – Specific Groups – Elderly Women	136
		– Indian, Metis & Eskimo Women	137
			138 – 140
		Ch. 7	143 – 145, 147, 149
		Ch. 8	156 – 159
		Ch. 9 – Correctional Treatment	162
		– Release and After Care	167
		Ch. 10 – Status of Women Council	
37	Edward B. Branch Jr. Family Life Education Council of Edmonton 913 McLeod Building Edmonton	Ch. 3 – Family Life Education Ch. 4 – Marriage – Parents & Society	115 – 120
38	Elizabeth A. Durie District Home Economist Box 519 Vegreville, Alberta	Ch. 2 – Part C – Pensions	12
		– Part Time Work	28
		Ch. 3 – Rural Women	87
		– Educational Television	98
		Ch. 4 – Parents & Society – Day Care	116
		– Responsible Parenthood	125 – 127
		Ch. 6 – Specific Groups – Elderly Women	136